

PROPOSED REMARKS
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BEFORE THE
SEMINAR
FOR
MINORITY COORDINATORS
CIA HEADQUARTERS
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GOOD MORNING AND WELCOME TO THE CENTRAL INTELLIGENCE AGENCY.
IT'S A PLEASURE TO HAVE YOU WITH US. YOU REPRESENT A GOOD CROSS
SECTION OF THE COLLEGES AND UNIVERSITIES OF OUR COUNTRY.

YOUR PARTICIPATION IN THIS SEMINAR IS ONE OF THE MEANS THAT WE
HAVE TO CONVEY TO YOU OUR STRONG INTEREST IN ATTRACTING INCREASING
NUMBERS OF MINORITIES TO WORK HERE. BY COMING HERE THEY WOULD BE
AMONG THOSE WHO HAVE ACCEPTED THE CHALLENGING AND FASCINATING
PROFESSION OF INTELLIGENCE--THOSE WHO SEE A CHANCE TO PURSUE THEIR
HIGHEST ASPIRATIONS FOR A SAFER AND BETTER WORLD. AND THEY WOULD BE
APPLYING THEIR SKILLS AND KNOWLEDGE IN AN ORGANIZATION WHOSE MISSION
IS VITAL: THE PRODUCTION OF TIMELY AND HIGH-QUALITY INTELLIGENCE FOR
THE PRESIDENT AND THE GOVERNMENT.

WHEN I BECAME DIRECTOR OF THE FBI IN 1978 ONE OF MY GOALS WAS
TO INCREASE THE NUMBER OF MINORITIES IN THE BUREAU. AND BY THE TIME
I LEFT LAST SPRING, THE NUMBER HAD GROWN SUBSTANTIALLY. THE NUMBER

OF BLACK EMPLOYEES INCREASED BY 150 PERCENT. HISPANICS BY APPROXIMATELY 130 PERCENT, AMERICAN-INDIANS BY ABOUT 150 PERCENT, AND ASIAN-AMERICANS BY ALMOST 200 PERCENT. THERE WERE NO MINORITIES IN THE FBI'S EXECUTIVE RANKS IN 1978. WHEN I LEFT THERE WERE SIX, AMONG THEM ONE OF THE FBI'S TOP THREE AGENTS--A BLACK. IN ADDITION TO THESE ACHIEVEMENTS, AFFIRMATIVE ACTION WAS MADE A CRITICAL ELEMENT IN THE PERFORMANCE APPRAISAL OF THE BUREAU'S EXECUTIVES. WHAT WAS ACHIEVED WAS NO ACCIDENT. IT WAS THE RESULT OF A CONCERTED EFFORT.

I HAVE BROUGHT THE SAME GOAL WITH ME TO THIS AGENCY. CURRENTLY, ABOUT TEN PERCENT OF CIA EMPLOYEES ARE MINORITIES. I AM FIRMLY COMMITTED TO INCREASING THIS NUMBER. AND THIS WILL BE DONE BECAUSE WE NEED THE DIVERSITY OF VIEWPOINTS AND BACKGROUNDS, AS WELL AS THE UNDERSTANDING ACROSS CULTURES, WHICH ARE ALL VITAL INGREDIENTS IN OUR WORK HERE.

THIS SEMINAR IS ONE OF SEVERAL INITIATIVES TO INCREASE THE NUMBER OF OUR MINORITY EMPLOYEES. WE ALSO HAVE A PROGRAM FOR UNDERGRADUATE MINORITIES WHO TAKE WORK ASSIGNMENTS WITH US DURING THE SUMMER. OUR STUDENT TRAINEE, OR CO-OP, PROGRAM INVOLVES WORK ASSIGNMENTS DURING ALTERNATING SEMESTERS. WE HAVE A PROGRAM FOR GRADUATE STUDENTS WHO ALSO ARE ASSIGNED HERE IN THE SUMMER MONTHS. AND WE RECENTLY HIRED ELEVEN MINORITY STUDENTS WHO ARE PARTICIPANTS IN OUR UNDERGRADUATE SCHOLAR PROGRAM. THIS PROGRAM EVOLVED FROM LEGISLATION THAT PERMITS US TO PAY FOR THE COLLEGE EDUCATION OF MINORITY STUDENTS WHO ARE PURSUING STUDIES IN AREAS OF CRITICAL NEED TO THIS AGENCY. THESE STUDENTS ARE EMPLOYEES. THEY ARE ON SALARY AND WE PAY THEIR TUITION, ROOM AND BOARD, AND TRAVEL EXPENSES. DURING THE SUMMER MONTHS THEY WORK IN ONE OF OUR OFFICES IN ASSIGNMENTS APPROPRIATE TO THEIR EDUCATION AND BACKGROUND. WE ORIGINALLY WERE GOING TO SPONSOR FIVE STUDENTS IN THIS PROGRAM. BUT THE CANDIDATES LOOKED SO PROMISING THAT WE TOOK ELEVEN.

IN THE PAST WE HAVE HELD SEMINARS FOR COLLEGE PLACEMENT DIRECTORS THAT WERE DESIGNED TO ENHANCE AND BROADEN OUR RECRUITMENT EFFORTS. THIS IS OUR FIRST SEMINAR FOR MINORITY STUDENT COORDINATORS BECAUSE WE WANT TO FOCUS ON STRENGTHENING OUR PROGRAM TO RECRUIT CAPABLE MINORITY STUDENTS.

WE SEEK YOUR HELP IN LOOKING FOR ADDITIONAL WAYS TO ATTRACT MINORITIES. THIS SEMINAR WILL PROVIDE YOU WITH INFORMATION ABOUT WHO WE ARE, WHAT WE DO, AND THE KINDS OF PEOPLE WE ARE LOOKING FOR. YOU WILL HEAR PRESENTATIONS ABOUT OUR DIRECTORATES AND OFFICES. YOU WILL BE GIVEN DETAILS ABOUT CAREER OPPORTUNITIES AND SPECIFIC QUALIFICATIONS FOR EMPLOYMENT. AND YOU WILL HEAR MORE ABOUT THE VARIOUS PROGRAMS THAT ARE DESIGNED TO ATTRACT MINORITY STUDENTS WHILE THEY ARE STILL IN SCHOOL.

IN THE COURSE OF YOUR VISIT, AND AS YOU TOUR OUR FACILITIES,
PLEASE ASK QUESTIONS. WE WANT YOU TO HAVE AS COMPLETE AN
UNDERSTANDING OF OUR ORGANIZATION AS WE CAN PROVIDE.

AGAIN I WELCOME YOU AND LOOK FORWARD TO SUCCESS IN OUR COMMON
EFFORTS TO BRING MORE MINORITIES INTO THIS AGENCY. THOSE WHO
EVENTUALLY COME HERE WILL BE PARTICIPANTS IN PROVIDING VITAL SERVICE
TO OUR COUNTRY.